

**Meeting Minutes
Room 102
State Capitol Building
Wednesday, September 20, 2006
1:00 p.m. to 3:00 p.m.**

Shannon Stober, Chairperson, called the meeting to order at 1:00 p.m. Present were Colleen Owen, Lenore Adams, Chris Hettinger, Connie Rigney, Melody Scoble, JereAnn Nelson, Lynn Breas, Jeri Duran, Britt Long, Barbara Bessey, Michelle Robinson, Joan Franke, Christy Reardon, Betty Huckins, Erin Ricci, Betty Warren, Lindy Davies, Cassie Egbert, Kathleen Ely, Jackie Williams, Barbara Pepper Rotness and Jacquie Gibson, facilitator.

Jacquie Gibson presented the Ice Breaker: share how you identify yourself, your current family living arrangements, family of origin, what brought you to this organization and a person who made a difference in your life or an important decision you made in your life.

June Meeting Minutes: Michelle moved to approve the June 2006 minutes. Lenore Adams seconded the motion, which passed unanimously.

Treasurer's Report: No treasurer's report was given in the absence of our treasurer, Sheree Isola.

Mission Statement and Review of Last Year's Accomplishments:

Training Subcommittee: Chris Hettinger, chairperson of the 2005-06 subcommittee, presented the report. Chris provided a handout listing the brownbag sessions held in 2005 and 2006 and a listing of current VHS, CD and DVD's that are available, free of charge, from the ICCW lending library. These materials cover a range of workplace-related topics, including communication skills, conflict and confrontation resolution, achieving balance and anger management. Please contact ICCW's librarian, Barbara Pepper Rotness, for information on how to check out these materials. Lenore suggested that this subcommittee be retained for the coming year as the training offerings have been very well accepted and well attended.

Daycare subcommittee: JereAnn Nelson and Michelle Robinson, subcommittee co-chairs, presented the report. This group's big accomplishment last year was a survey of state employees on MINE to gauge the awareness of the existence of the daycare that gives preference to state employee children and

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grandchildren and current childcare needs and arrangements. The survey results were posted on MINE and are available from JereAnn and Michelle. Several expressed the desire both to do more with the survey results and to make an attempt to overcome some of the negativity associated with the previous daycare contractor. JereAnn reminded all to be mindful of the DOA's Benefits Bureau involvement in the state daycare and to be careful to include that group in any effort undertaken regarding the daycare.

Excellence in Leadership Awards Committee: Shannon Stober, subcommittee co-chair, presented the report. The ELA is the signature event of ICCW and its sole fundraiser. Last year's ceremony netted approximately \$800 through corporate donations. This is a statewide award, established by ICCW in 1999, for excellence in leadership from the private, public and state government sectors. Shannon expressed her desire that this subcommittee continue as it has become one of ICCW's most visible accomplishments and one that has been very well received beyond state government.

Wage Analysis Subcommittee: Michelle Robinson presented the report at the request of Sherry Rust, subcommittee chair. The comprehensive examination of gender wage differences by Department of Labor and Industry Economists Tyler Turner and Brad Eldredge was adopted as this subcommittee's final report, along with a cover letter which summarized the DLI report and provided ICCW-pertinent comments. A three percent gap still exists between men and women, which may be explained by choices women make regarding their employment status, i.e., choosing to stay home or work part-time while caring for children. A copy of this report would be available from Michelle Robinson or Sherry Rust.

2006-2007 Goal Setting:

Jacquie Gibson led the group in an examination of the meaning of ICCW's mission statement: "Creating Positive Change for all State Employees by Promoting the Full Participation in State Government." Some of the value words expressed in this mission statement included: proactive, create, opportunity, participatory, equality, community focus, everyone has a voice, unity and global thinking. In an effort to pin down some group goals for this year, the group went through a brainstorming session. Five subcommittees arose as possible focus points for this year's efforts:

- ❑ Mentoring
- ❑ Training
- ❑ Recognition/ELA
- ❑ Advocacy
- ❑ Legislative

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Individuals then clustered into groups based upon their interest in the above areas of focus and developed a goal statement:

Mentoring: inspiring women to identify with a professional woman/man to discuss hopes, dreams and professional aspirations. Pieces of action plan for this goal should include: positive affirmations; relationship-building, trust; instilling belief in oneself. Possible resurrection of "Take Your Daughter To Work" program, which was an ICCW project several years ago. It was suggested that this might be expanded to "Take Your Child to Work" to include the boys.

Training: Continue with monthly brownbags and expand video lending library of career-related materials. Some ideas for future brownbags included resume, position description and interview workshops. Goals might include making more training available on our website and expanding training statewide by using teleconferencing, etc.

Recognition/ELA: Its goal would be to recognize people who advance women in the workplace and celebrate 30 years of ICCW. The action plan would be to continue the ELA awards and ceremony and to develop some sort of celebration or awareness program of ICCW's 30th birthday in 2007. Further goals would be to solicit donations of money and food for the ceremony itself and to develop a budget. Michelle suggested that we invite some of the founding members of ICCW to participate in this celebration.

Advocacy: Its goals would be twofold: promoting state involvement in health sustainability and improving state job schedule flexibility. A proposed slogan for the campaign on these issues would be "Women in Government Promoting Productivity through Balance." Ideas for actions include: negotiation of an increase in state employee discounts for health club memberships; increasing state employee interest in the goals of this subcommittee; conduct studies on the relationship between health and productivity and on the need for alternative scheduling arrangements; and production of a brochure for this campaign. The professional clothing drive may fall under this subcommittee.

Legislative: Monitor and report on legislation pertinent to employees in state government.

The group consensus was to take public relations back to the subcommittee level. Each subcommittee will be responsible for publicizing its events. A possible ad hoc committee on public relations may be formed just for the purpose of determining how public relations should be handled.

A template will be developed for publicity and action plans for each subcommittee to use in publicizing its events and recording all of its activity for the historian.

Next meeting: The next meeting will be Thursday, October 19, 2006 from 1:30 pm – 3:00 pm in Room 172 of the State Capitol Building. At this meeting, subcommittees will be more narrowly defined and members will be encouraged to choose one or more for active participation!

Respectfully submitted: JereAnn Nelson, Secretary